

*Operation Iraqi Freedom's* ongoing success through their commitment and expert stewardship of more than \$13 billion in Iraq relief and reconstruction funds. They meticulously planned projects and executed contracts that led to successful completion of more than 1,875 infrastructure, humanitarian and security projects, and provided vital oversight to the 1,019 projects still in progress in the theater of operations.

The PCO staff's dedicated efforts won the hearts of Iraqis nationwide through the rebuilding of essential infrastructure facilities, including 37 power production and transmission projects, 56 transportation projects, 800 schools and 142 primary healthcare facilities. Through their unrelenting efforts, PCO personnel delivered more than 10,000 vehicles and 62 million individual equipment items used by Iraqi forces to reclaim and rebuild their country. The PCO members' exemplary performance brought great credit to themselves and to DOD.



## Conferences

### Human Capital Conference to Take Place in February



Human Capital Management for Defense (HCMD) 2006 — Meeting Critical Demands Through Seamless Workforce Transformation will take place Feb. 6-8, 2006, at the Renaissance Hotel in Washington, DC.

DOD is anticipating and undergoing the first of a very large retirement wave. In addition, the strategic management of

human capital was the #1 issue on the President's Management Agenda and, therefore, DOD is taking immediate actions to implement how they derive high performance from human capital. HCMD targets DOD personnel responsible for human capital management, operations, manpower, human resources, force transformation, training, recruitment, performance, pay and civilian readiness.

Facing the demands of an aging workforce and an increasingly competitive marketplace would be monumental tasks for any company. For DOD, the Nation's largest employer, overseeing a seamless workforce transformation into a mission-ready, results-oriented agency doesn't end with hiring the right people. It goes beyond integrating the best business practices to put those right people in the right jobs at the right time. A successful strategic HCM system means:

- Using performance metrics to identify skill gaps.
- Fostering long-term career development and promoting employee retention.
- Leveraging technology to support institutional memory.
- Making the DOD workforce mission-ready.

HCMD 2006 is the only cross-service forum that brings together HCM leaders and industry experts to share information. Where private-sector conferences lack the understanding of DOD needs and "closed" DOD-sponsored conferences lack commercial industry insights, HCMD brings together the public sector's ingenuity and a first-hand understanding of DOD's specific personnel needs.

HCMD 2006 key speakers will include:

- LTG Franklin Hagenbeck, Deputy Chief of Staff, G-1, U.S. Army.
- Marilee Fitzgerald, Acting Deputy Under Secretary for Civilian Personnel Policy, Office of the Under Secretary of Defense (Personnel and Readiness).
- Mary Lacey, Program Executive Officer, National Security Personnel System.
- Robert Danbeck, Associate Director and Chief Human Capital Officer, Office of Personnel Management.
- Linda Meeks, Director, Boeing Human Resource Systems.
- Keith Glennan, VP, Chief Technology Officer, Strategy, Architecture and Integration, Northrop Grumman.
- Susan R. Meisinger, President and CEO, Society for Human Resource Management.

For more information or to register, go to [www.hcmd2006.com](http://www.hcmd2006.com).